



Governor's State Budget for Fiscal Year 2008 Unveiled

This morning Governor Jennifer M. Granholm's Fiscal Year 2008 budget recommendation was presented to the Michigan State Legislature.

***How does the budget become law?
Find out on page 7.***

The proposal earmarks \$2 billion for the Department of Corrections, a \$74.5 million increase over last year's allocation. The Governor advocates comprehensive corrections policy reform, with an eye toward "providing the most cost effective and safe prison system" for the state. The policy recommendations are to:

1. Continue the successful Michigan Prisoner ReEntry Initiative (MPRI) with additional funding;
2. Closely examine specific prisoner subpopulations for potential clemency and consideration for parole. These include medically fragile prisoners with rapidly deteriorating health, elderly prisoners and prisoners with foreign citizenship who would be deported to their home countries by the federal government;
3. Suggest changes in sentencing guidelines for non-violent offenders. Currently the so-called "straddle cell" cases (where non-violent offenders could be sentenced to either prison or community sanctions at the judges' discretion) are imprisoned at nearly twice the anticipated rate of 22%.

Michigan's state prison system is out of step with its Midwestern neighbors. U.S. Department of Justice statistics reveal that our incarceration rate is 489 prisoners per 100,000 Michigan residents. This is 28% higher than the Midwest average of 383 prisoners per 100,000 residents.

4. Introduce the MPRI Community Placement Program. This program proposes to provide community placement for certain non-violent offenders who would be strictly supervised through electronic monitoring tethers and/or placement in corrections centers.

It is envisioned that the program would be in effect for three years, as recommended adjustments to the sentencing guidelines would eliminate the need for the program after that.

The proposed reforms in the budget would achieve a savings of \$122 million in the Corrections budget for fiscal year 2008. Thirty million dollars of the savings will be reinvested in additional parole supervision and community resources, thus bringing the net savings to \$92 million.

What will all of this mean to MDOC employees directly? Right now, it is simply too soon to be able to answer that question. While the proposal gets the budget ball rolling, keep in mind that it is only the beginning of a process that will take some time to complete. We will keep you informed through regular updates in the **F.Y.I.** as it unfolds.

Don't forget that we want to hear from you with any questions, comments, or concerns you may have. We have already received comments and cost savings suggestions from some employees; thank you for your input.

It is vital to keep the lines of communication open. Contact the Public Information Office at (517) 373-6391 or **correctionsinfo@michigan.gov**.

INSIDE THIS ISSUE:

Officer of the Year.....	2
Officer of the Year finalists.....	3
Thrasher Award.....	3
MDOC and the Media.....	6

Houck Named 2007 Corrections Officer of the Year



2007 Corrections Officer of the Year Steve Houck.

Congratulations to RUO Steve Houck of the Carson City Correctional Facility! He is the 2007 MDOC Corrections Officer of the Year.

"It's a blessing from the Lord to be able to be a part of this," Houck said. "I am truly honored."

Houck has been with the department for 17 years, all of them at Carson City. Prior to that, he earned a bachelor's degree in Criminal Justice from Northern Michigan University. He served as C/O until June of 1993, when he moved into his current position.

"RUO Houck's knowledge of policy and procedure is impeccable, resulting in a knack for training new staff. His professional demeanor, willingness to help and positive attitude contribute to positive staff morale and a more efficient operation," said Warden Thomas Bell.

Bell elaborated on how Houck offered innovative ideas toward improving the unit linen exchange system, and how he has been instrumental in improving the facility's count procedure by offering solutions that would minimize prisoner movement during the process. He also pointed out flaws in the store distribution system. His suggestions have resulted in a more accurate counting procedure, a more fluid store distribution process and a more cost effective and less time consuming means of distributing prisoner property.

Houck wears many hats, including working as an Emergency Response Team member, acting Hearings Investigator, Unit Fire/Sanitation Inspector, "Strategies for Thinking Positively" Instructor, Substance Abuse Instructor and Cell Extraction Trainer. He also serves as a varsity football coach, team mentor and power lifting coach who has led students to victory in national power lifting competitions held as far away as London. Many of the students he has mentored have gone on to become corrections officers, Michigan State Police troopers and military veterans. In addition Houck is a faithful and active member of his church, serving as a youth leader in local community churches for nearly seven years.

Recently Houck was especially touched by the fruit of his service to the community. One of his former football players had completed a second tour of duty in Iraq. The soldier approached Houck at a football game with a special presentation and said, "Two of the most important people in my life are you and my dad, and I wanted to give you our company flag."

"He holds a leadership role on whatever team he's a member of. He actively seeks opportunities to learn and experience personal growth, and regularly volunteers to take on additional tasks and train in different areas," Bell said. "As a result of his experiences, he is a well-rounded and educated resource that others may utilize."

-see **HOUCK**, page 6



2007 Corrections Officer of the Year Finalists



2007 Corrections Officer of the Year finalists: (standing, l.-r.) Officer of the Year Steve Houck, RUO Greg Sipka, C/O Mary Hocking. Seated (l.-r.) are C/O Michael Desco and Acting ARUS Joseph Leahy.

The 46 nominees for the 2007 Corrections Officer of the Year award were narrowed down to five finalists before Steve Houck was selected as the winner. Let's take a closer look at the other four finalists: C/O Michael Desco, Pine River Correctional Facility; C/O Mary Hocking, Muskegon Correctional Facility; Acting ARUS Joseph Leahy, Huron Valley Complex-Men; RUO Greg Sipka, Richard A. Handlon Correctional Facility.

C/O Michael Desco

Desco has been with the department for seven years, all at Pine River Correctional Facility. He is a "high honors" graduate with an Associate's degree in Criminal Justice from Mid-Michigan Community College. He has made many improvements to the unit office work station, developing many of the forms that the unit staff uses and assisting the ARUS by maintaining unit logs. Desco also created a database for block reports that allows staff to maintain consistent and accurate records in tracking them, and a unit calendar which illustrates when key unit staff will be working.

Colleagues take notice of Desco's professionalism and dedication. He uses his knowledge and experience of the ARUS position to help others further their careers, recently helping a co-worker be promoted to ARUS status. He balances his work life with his family and his community involvement. Desco is active with the youth ministry at Loomis Missionary Church, the Midland County Relay for Life, the Red Cross and the Beaverton Mission Shelter.

"I'm honored," he said. "I take pride in doing a good job, and it's nice to be recognized for what you do."

C/O Mary Hocking

Hocking, a 31-year MDOC veteran, has spent her entire career at Muskegon Correctional Facility and has a Bachelor's degree from Central Michigan University. Her dependability and punctuality is considered "second to none" at the facility. When there was a vacancy in the facility's combined Quartermaster/Property Room operation, Hocking stepped up and voluntarily assumed many of the responsibilities. On many occasions she has shown strong initiative and problem solving skills in dealing with vendors and assuring security practices are in place.

Hocking serves as a trainer to employees who are new to the Quartermaster/Property Room operations and is an active member of MCO, having served as a representative for many years. She is also an animal rights advocate belonging to and contributing to several such organizations.

"I was surprised to be nominated, and actually tried to talk them out of it," Hocking remarked. "You just try to do a good job every day, not expecting any particular kind of recognition."

-see **FINALISTS**, page 5

Risk Management Today

Risk Management Today is a new series of articles designed to introduce the concepts of risk management and its place in the MDOC.

The Office of Risk Management announced in the last **F.Y.I.** that Prisoner Security Classification was selected for assessment because potential risk(s) exist that could adversely affect the department. As we begin to unravel the risks that lie within the security classification system, we need to understand that both external and internal sources affect security classification. It is natural to limit our scrutiny to those problems most familiar to us, which in this case would be the internal influences. However, in conducting a thorough risk assessment, we need to carefully consider the external influences that impact our prisoner security classification system. In addition to costs, movement, safety and security, take into consideration three external sources and how they influence classification:

1.) **Economic factors**

To manage the risks identified in the security classification system, we need to tap into the knowledge and expertise of DOC employees – anticipating that solutions must reach beyond requests for increased resources. The department must learn to effectively manage risks in good budgetary times, and in bad.

2.) **Political factors**

Government, laws/regulations and court decisions can all influence policy decisions. Making changes to the prisoner security classification system is not as simple as changing a policy directive or two. Political factors influencing prisoner security classification will have to be identified and resolved.

3.) **Technological factors**

As technology continues to advance, the department's CMIS and OMNI systems face many structural challenges. Technology shortfalls in our systems link all three factors together, as political and economical factors freeze our abilities (or at the least limit them) to catch up with industry standards in technology.

As you can see, external factors have significant impact in how we address the risks identified in our security classification system. Moving forward will require deliberate and creative problem solving, looking both to the future and the past to best accomplish those goals.



Brown Receives Thrasher Award

The Frederic Milton Thrasher Award was established by the Journal of Gang Research in 1992 to honor and recognize superior scholarship, leadership, accomplishments and service contributions by individuals in programs that deal with public safety issues like those posed by gangs.

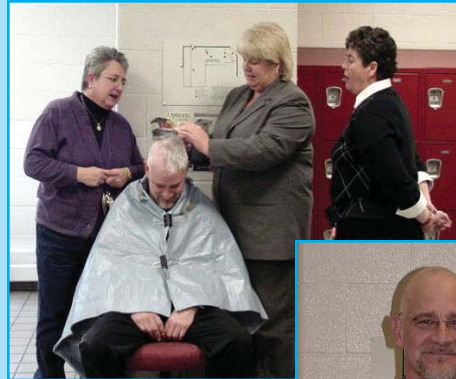
Lt. Mike G. Brown from Chippewa Correctional Facility was presented with the Frederic Milton Thrasher Award at the 9th International Gang Specialist Training Conference in Chicago. Brown was recognized for his "Superior Accomplishments" in his Security Threat Group work.



Take a LOT More Off the Top, Warden!

Deputy Warden Mike Curley of Oaks Correctional Facility recently received a haircut, compliments of facility staff. It only cost them 53 pints of blood.

Mike challenged staff to donate at least 50 pints of blood in order to see him get his head shaved. Staff members rose to the challenge, with 74 people volunteering to donate. This resulted in the collection of 53 pints of blood for the Northwest Michigan Community Blood Center. Mike gladly sat for his haircut the following afternoon.



(Top): Warden Cindi Curtin cuts Deputy Warden Mike Curley's hair as (l. to r.) Administrative Officer Rebecca Holtz (l.) and Health Unit Manager Anita Young (r.) look on. (Bottom): The finished product.

Finalists, *continued from page 3*

Acting ARUS Joseph Leahy

Leahy joined the department in 1997 and has spent most of his career at the Huron Valley Complex for men. He holds a degree in Psychology from Olivet College.

He is assigned to a mental health unit, where he is fair, firm and consistent when dealing with prisoners and particularly adept at decision making during stressful situations. Leahy has been instrumental in building a bridge between MDOC and the Department of Community Health staff, developing a clear understanding of the goals and mission of both departments.

He has been a member of the Emergency Response Team for five years and the Honor Guard for three. Leahy volunteers as a motivational speaker for high schools and local law enforcement agencies. He is also a competitive body builder who holds several titles and has been featured in an international body building magazine.

"For me to be selected by my co-workers is overwhelming, they mean the world to me," Leahy said. "I feel like nominating all of them instead of it being the other way around."

RUO Greg Sipka

Sipka has been with the department for 12 years, joining the staff of Richard Handlon Correctional Facility in the fall of 2005. He has enhanced his work environment with a dedicated eye towards safety and security for both staff and prisoners. He was directly involved in organizing and implementing a response system for several housing units during a critical mass movement time, and vigorously tracks down dangerous contraband and other paraphernalia. Sipka has extensive training in substance abuse and ran a substance abuse prevention unit while employed at the Michigan Reformatory.

He works well with others and is known for having an excellent work ethic, having received five commendations and a certificate of achievement for outstanding performance on duty. Sipka also contributes to the corrections field by speaking at area schools about career opportunities within the department. In addition, he teaches students about substance abuse and its effects, stressing the consequences of drunk driving on those involved as well as their families.

"Being nominated is quite an honor," Sipka said. "I've only been at MTU for a little over a year, and for them to recognize me is very humbling."

Houck, *continued from page 2*

That well-rounded persona includes quality time with his family. He is the proud husband to wife Amy and father to five sons, Tom, Caleb, Chris, Ryan and Evan. He is incredibly proud of his children's accomplishments and enjoys just being – as he put it – “a dad, chauffeur and my kids' biggest fan.”

“My family means everything to me,” Houck said. “I try to be someone they can be proud of.”

“Steve believes in doing the right thing, regardless of personal pride or peer pressure,” Bell said. “He sets a fine example for his fellow officers and represents the Michigan Department of Corrections in a positive light.”

The State Standards Committee of the Michigan Correctional Officer's Training Council selected Houck from a pool of 46 nominees from across the state that are held in high regard by their colleagues. Each nominee was judged on their service to the department, MDOC policy compliance, professionalism, work ethic and communications skills.

“It's very humbling,” Houck said. “The candidates themselves are a reflection of the kind of people it takes to make something like this possible.”

The State Standards Committee of the Michigan Correctional Officer's Training Council consists of Luella Burke, retired warden; Timothy McCormick, director of Organizational Support, Office of Workforce Development and Retirement Administration for the Department of Management and Budget; Barry McLemore, deputy director of the Office of Risk Management for the Department of Corrections; and Andrew Potter, C/O at Richard A. Handlon Correctional Facility and vice president of the Michigan Corrections Organization.



MDOC and the Media

Please remember to forward all media inquiries to the Public Information Office at (517) 373-6391 or e-mail Leo Lalonde at lalondlr@michigan.gov. Also keep in mind the regulations governing initiating media contacts. Policy directive 01.06.130 states in part:

Only media spokespersons, or employees designated by a media spokesperson, shall initiate contacts with news media representatives to discuss department matters, represent official department positions, or describe department policy or procedure. Employees who receive inquiries from a news media representative shall refer the inquiry to the media spokesperson for their work site.

While employees not designated as spokespersons may talk to news media representatives, they shall not officially represent the Department or its position unless designated to do so by a media spokesperson. If an employee chooses to talk to a news media representative about department related matters, the employee must:

- stay within the limits of their knowledge and authority;
- not compromise the department's ability to carry out its duties, and
- not provide any information which may jeopardize custody and security or violate an individual's right to privacy.

The employee must clearly indicate that they are not communicating in their official capacity and that the views expressed are their personal opinions and not necessarily those of the Department.

Feel free to call the Public Information Office with any questions or concerns.

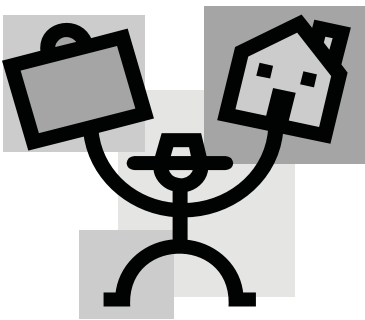
How a Bill Becomes Law

Today the Governor presented her proposed budget to the Legislature at a joint session of the Senate and House Appropriations committees. Next year the budget for the DOC will go to the Senate first, alternating each fiscal year. Following is an abbreviated explanation of the budget process. The Corrections budget is currently at step one.

1. The House receives the proposal from the Governor and refers it to the House Appropriations Committee, who assigns it to the House Appropriations Subcommittee on Corrections. The subcommittee makes any changes or recommendations it deems appropriate and then sends it back to the House Appropriations Committee. Corrections staff attends all meetings and could be called upon to testify or answer questions on the impact of budgetary changes on the corrections system. Members of the public are also allowed to testify.
2. The Appropriations Committee reviews the recommendations of the subcommittee, may make changes and reports that bill to the full House.
3. Once the bill is on the House floor, it is debated by the full House where it will be amended and passed or passed as reported.

4. After passage by the House, the budget bill goes to the Senate Appropriations Committee and it is assigned to the Senate Appropriations Subcommittee on Judiciary and Corrections.
5. The subcommittee makes any changes and refers the bill to the Senate Appropriations Committee where it can again be amended.
6. The bill is then reported to the Senate floor. The Senators vote and the bill is passed as is or amended and passed.
7. If the Senate bill is different from the House version of the bill, it is sent back to the House for concurrence. If the House agrees with the changes or concurs, the bill is sent to the Governor.
8. If the bill is rejected by the House, it goes to a Conference Committee which is made up of three members from each chamber. The Conference Committee then resolves any points of difference between the House and Senate.
9. The Conference Committee report will go to the House and, if it is adopted, the report and the bill go to the Senate. If the Senate approves the report, the bill goes to the Governor's desk for her signature. At that time, she signs the bill into law or she may veto individual line items.

Keeping Your Balance: Family and Work *by Rosanne Leland*



Working in a correctional facility can result in its own unique challenges, but it is still possible to feel a sense of achievement and enjoyment in your work, family, friends, and self. The key is establishing a balance between work demands and

personal life. What creates a balance for one may not work for someone else. Using some of today's Work/Life tips can help you achieve a more meaningful family and work balance. Some tips include:

- Becoming more aware and understanding of the differences of being "on duty" and "off duty."
- More open and frequent communication with your significant other.

- Focusing on physical fitness.
 - Leave it at the gate. Allow yourself to leave work when you walk out of the gate.
 - Look forward to going home, enjoying a good meal, watching a comedy show, or renting a movie.
- We encourage you to visit the following Web sites:

www.michigan.gov/corrections, click on "Human Resources," then click on "Work/Life Services."

State of Michigan/Employee Service Program's Systematic Stress Management Program at www.michigan.gov/esp. Click on "Online Stress Management Program."

A future article will focus on managing finances. Ideas and suggestions can be confidentially e-mailed to me at LelandR@michigan.gov.

Rosanne Leland is the Work/Life Services Coordinator.

MDOC Promotions through January 27

ASSISTANT RESIDENT UNIT SUPV-1

BARREIRO, MARIA O	DEERFIELD
MCCARY, ROBERT E	OAKS
PERRY, JASON W	BELLAMY CREEK
WARR, ROBERT L	BARAGA

CORRECTIONS SHIFT SUPV-1

BRENDEL, CURTIS D	OJIBWAY
DWIGHT, PATRICIA A	ALGER MAX

CORRECTIONS SHIFT SUPV-2

POINDEXTER, PATRICIA S	SCOTT
SCHNEIDER, PATRICK J	CARSON CITY
SMITH, JOHN K	BROOKS
WESTERLUND, TERRI L	BROOKS

CORRECTIONS SHIFT SUPV-3

SANDERS, KARILYN S	COTTON
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CORRECTIONS TRNSPRTATN OFCR-E

RUDDEN, JERRY J	MARQUETTE
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DEPARTMENTAL TECHNICIAN-A

BRUBAKER, PATRICIA L	CENTRAL OFC
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FINANCIAL ALT DEPT TR-E

WEAVER-READ, LOREE A	CENTRAL OFC
----------------------	-------------

PERSONNEL MGT SPECIALIST-2

MCCORMICK, MESHELL J	CENTRAL OFC
----------------------	-------------

PSYCHOLOGIST-A

NANNBERG, JANE C	BARAGA
------------------	--------

REGISTERED NURSE MANAGER-4

KRISTENSEN, SUSAN K	SCOTT
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REGISTERED NURSE-2

STEPHENSON, JEANNIE M	CHIPPEWA
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RESIDENT UNIT MANAGER-2

HOLSO, MICHAEL D	OAKS
LAFOND, TAMARA L	NEWBERRY
LALONDE, DAVID C	KINROSS

RESIDENT UNIT OFFICER-E

BROWN, MARGO R	HURON VALLEY
CALLAHAN, DIANNA L	HURON VALLEY
CANALES, BRIDGET M	HURON VALLEY
COBB, WILLIAM L	ALGER MAX
COLEMAN, BARBARA L	HURON VALLEY
GORDON, LYNORA C	HURON VALLEY
LEHTO, STEVEN A	OJIBWAY
MASLANKA, JOSEPH C	OJIBWAY
MASSOGLIA, CRYSTAL A	OJIBWAY
OSTERMAN, WILLIAM J	OJIBWAY
RECHSTEINER, STEVEN M	HURON VALLEY
TUCKER, TARA L	HURON VALLEY
WALKER, BARBARA M	HURON VALLEY